

# VIRGIL'S

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March 18, 2020

**VIA CERTIFIED MAIL**

Wesley Reed  
Statewide Rapid Response Coordinator  
Nevada Department of Employment, Training and Rehabilitation  
500 East 3rd Street  
Carson City, NV 89713  
775-684-0362  
Email: [WrReed@nvdetr.org](mailto:WrReed@nvdetr.org)

Re: Employee Layoffs

To Whom It May Concern:

On behalf of Virgil's Las Vegas LLC ("Company"), we regret to inform you that as a result of the government ordered shut down, we have decided to conduct layoffs at the restaurant known as Virgil's Real Barbecue, located at The LINQ Promenade, 3545 Las Vegas Blvd. S., Las Vegas, NV 89109, effective March 18, 2020, due to the recent outbreak of COVID-19 ("Coronavirus"). This decision was not an easy one and the Company reviewed all options available before deciding to conduct these layoffs at the restaurant.

In accordance with the requirements of the Federal Worker Adjustment and Retraining Notification Act ("WARN"), the Company provides the following information:

1. The name and telephone number of the Company official to contact for further information about the layoffs at the Company's restaurant located at The LINQ Promenade, 3545 Las Vegas Blvd. S., Las Vegas, NV 89109: Jeffrey Bank, CEO, at (212) 675-7722.
2. At this time, we are unsure whether the layoffs at the Company's restaurant located at The LINQ Promenade, 3545 Las Vegas Blvd. S., Las Vegas, NV 89109 will be permanent or temporary, and which will commence on March 18, 2020.

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3. At this time, we are unsure whether the affected employees are expected to be permanently or temporarily laid off. The layoffs will commence on March 18, 2020, with an end date yet to be determined.
4. There are 128 affected employees none of whom have a collective bargaining representative.
5. The job titles of the positions to be affected and the number of employees in each job title that will be affected by the layoffs at the Company's restaurant located at The LINQ Promenade, 3545 Las Vegas Blvd. S., Las Vegas, NV 89109, are attached hereto.
6. None of the affected employees have bumping rights and therefore the displaced employees are not permitted to exercise bumping rights in connection with the layoffs at the Company's restaurant located at The LINQ Promenade, 3545 Las Vegas Blvd. S., Las Vegas, NV 89109.
7. Because the recent outbreak of the Coronavirus is a natural disaster that was not reasonably foreseeable, is outside the Company's control, and is expanding rapidly, and because Nevada's mandated closure of restaurants is an unforeseen business circumstance, thereby requiring the Company to make this decision on short notice, the Company is providing this notice with as much advance notice as possible under these unique circumstances.

If there are any questions that I can answer for you, please do not hesitate to contact me at (212) 675-7722.

Sincerely,



Jeffrey Bank  
CEO

